COMPASSIONATE CARE LEAVE – SUPPORT STAFF

Policy E.3.I

Frontier School Division recognizes the importance of access to leave in order to care for a member of the employee's immediate family. Compassionate care leave provides the employee with the opportunity to provide care or support to a family member who is seriously/critically ill.

Eligible employees shall be entitled to paid or unpaid compassionate care leave, subject to the established regulations.

Information: *The Employment Standards Code*

Adopted September 1, 2009	Revised May 11-12, 2015	

FRONTIER SCHOOL DIVISION
Excellence and Experience in Education

1. **Compassionate Care Leave - With Pay**

An employee may be granted leave with pay for up to a maximum of five (5) days to provide care or support to a seriously ill immediate family member. For the purpose of this section "immediate family" is defined as

- Spouse or partner of the employee,
- Child of the employee or a child of the employee's partner,
- Parent of the employee or partner,
- Legal Guardianship,
- Brother/Sister,
- Grandparents of employee or partner,
- Grandchild of the employee or a grandchild of the employee's partner,
- Son-in-law, Daughter-in-law,
- Brother-in-law, Sister-in-law.

Special consideration may be granted by the Chief Superintendent or designate to employees who require compassionate care leave to provide care or support to a seriously ill "extended" family member.

2. **Compassionate Care Leave - Without Pay**

Subject to the eligibility provisions of *The Employment Standards Code*, an employee will be entitled to compassionate care leave without pay. Refer to provincial Employment Standards legislation.

Employees may be eligible for Employment Insurance (EI) Compassionate Care Benefits. Refer to Service Canada.

Information: *The Employment Standards Code*

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